Mission, Strategies and Actions

Mission Statement

The Ministry supports sustained economic growth and prosperity through the provision of a range of services that encourage, promote and enforce safe work practices and employment standards, which foster a fair and balanced employment environment that respects the rights, duties and responsibilities of employees and employers, thereby ensuring healthy, safe and productive workplaces.

Strategy

Foster a competitive and productive labour environment

Key Actions

- Work with stakeholders to review and ensure a competitive employment and occupational health and safety regulatory regime.
- Implement the proposals arising from the introduction of *The Occupational Health and Safety Amendment Act, 2011.*
- Review and modernize existing legislation and regulations respecting occupational health and safety, employment standards, labour relations, as well as their administration, appeals processes and penalties.
- Respond to the recent review of and recommendations to *The Workers' Compensation Act, 1979.*
- Continue to share information through the Canadian Association of Administrators of Labour Legislation (CAALL) on best practices.
- Work through CAALL and the federal government to fulfill provincial obligations to the International Labour Organization
- Work with counterparts in British Columbia, Alberta and Manitoba, to identify and promote best practices in employment and occupational health and safety standards.
- Provide conciliation and mediation services to employers and unions requesting assistance to resolve disputes, conclude negotiations, or to establish or renew collective agreements.

Photo Credit: Enterprise Saskatchewan, Greg Huszar Photography, Mosaic Belle Plaine site

Strategy

Encourage healthy, safe, and fair workplaces

Key Actions

- Educate employers and employees about employment standards and occupational health and safety in Saskatchewan.
- Continue to deliver the Young Worker Readiness Certificate Course.
- Work with stakeholders and workplaces to implement the recommendations from the Workplace Responsibility System review.
- Continue to work with the Ministry of Agriculture on the voluntary injury prevention and risk assessment program for farm and ranch operations.
- Continue the development of an occupational health and safety program within executive government to ensure compliance with the 2010 Health and Safety Leadership Charter.
- Enforce compliance of employment standards and occupational health and safety legislation and regulation through inspections and investigations.
- Implement amendments to allow Occupational Health Officers to issue tickets for some infractions of the occupational health and safety legislation.
- Work with the Workers' Compensation Board (WCB) to develop injury prevention strategies through *WorkSafe Saskatchewan*.
- Educate injured workers about the workers' compensation system and the role of the Office of the Worker's Advocate.
- Encourage the adoption of best practices by workplace partners in the areas of employment practices, occupational health and safety and labour relations.

Strategy

Improve effectiveness and efficiency

Key Actions

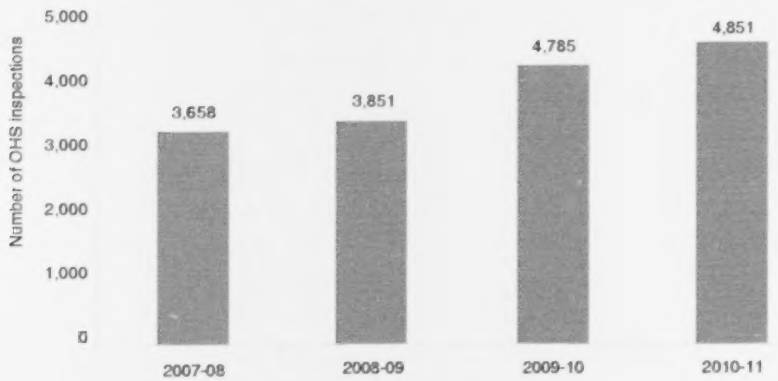
- Continue to improve service delivery and management practices to better respond to the needs of clients, especially with respect to timely resolution of labour standards complaints and WCB claim appeals.
- Respond to the Occupational Health and Safety Council's statutory review of the administration of *The Occupational Health and Safety Act*.

Performance Measures

The performance measures for the Ministry of Labour Relations and Workplace Safety are divided into two categories. The first set is a select group of Ministry-specific measures while the second set is a grouping of industry-wide indicators.

Measure

Total number of Occupational Health and Safety (OHS) inspections per fiscal year



Source: Ministry of Labour Relations and Workplace Safety

Measure Description

Annually, since the 2007-08 fiscal year, Occupational Health and Safety (OHS) has performed a greater number of inspections to ensure compliance with OHS legislation and regulations.

The Ministry plans and performs worksite visits in Saskatchewan workplaces to verify and enforce compliance with occupational health and safety legislation. Occupational Health Officers work with workplaces and their Occupational Health Committees and OHS representatives to identify and resolve potentially unsafe or hazardous working conditions to ensure safe, healthy and productive workplaces.

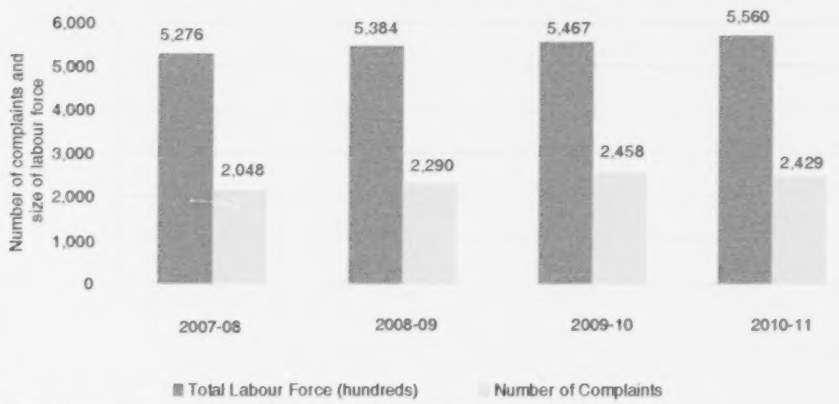
Worksites are selected for routine inspections through risk analysis based on the type of industry and the number of injuries occurring in a workplace. Other inspections are done in reaction to incidents or complaints. The number of inspections the Ministry performs depends on the resources available (i.e. number of officers trained), the number of investigations required, and the demand for workplace educational events.

Data on the number of inspections is collected internally by the Ministry.

Photo Credit: Tourism Saskatchewan, Hans-Gerhard Pfaff, Downtown Regina

Measure

Number of complaints filed with the Labour Standards Division relative to Saskatchewan's total labour force



Source: Saskatchewan Bureau of Statistics, Labour Force Survey; Ministry of Labour Relations and Workplace Safety, Labour Standards Division

Measure Description

The graph above illustrates that until the last fiscal year complaints have been rising at a higher rate relative to the increasing labour force in Saskatchewan. Data from 2010-11 illustrates how complaint levels are similar to the year before but that Saskatchewan's labour force had continued to show elevated levels of growth.

This measure provides insight into the level of compliance with the Government's labour standards legislation. Though the graph illustrates the aggregate number of complaints, the Labour Standards Division is able to extract industry specific information which helps the Ministry in reallocating resources towards achieving greater compliance.

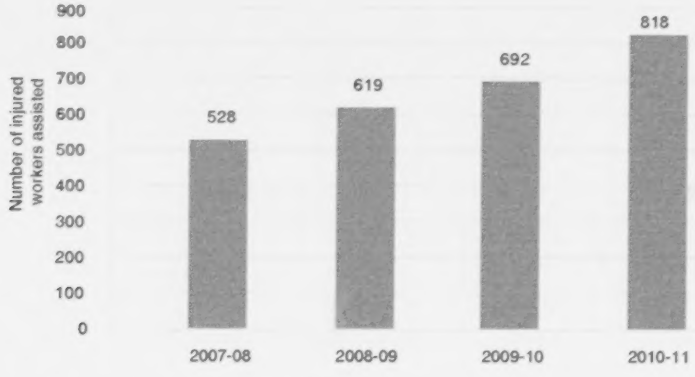
A low number of complaints about suspected labour standards infractions (e.g., wage, holiday pay, dismissal etc.) filed with the Labour Standards Division suggests workplace support and adherence to labour standards legislation. Compliance with labour standards legislation is a key element in protecting the rights of workers, building a level playing field for employers, and promoting a stable labour climate within the province.

Data on the number of complaints filed with the Labour Standards Division is collected internally. The size of the total labour force for the fiscal year is derived by averaging the size of the labour force provided each month by Saskatchewan's Bureau of Statistics' Labour Force Survey over the course of the fiscal year.

Photo Credit: Tourism Saskatchewan, Greg Huszar Photography, Jones Peak, near Eastend

Measure

Number of injured workers provided assistance with respect to their Workers' Compensation Board claims



Source: Ministry of Labour Relations and Workplace Safety

Measure Description

Since the 2007-08 Fiscal Year, the Office of the Worker's Advocate (OWA) has illustrated an annual increase in the number of injured workers provided assistance.

This measure illustrates the number of Saskatchewan injured workers who have approached the OWA for assistance with WCB claims. While there are more claims than the numbers illustrate here, not all claimants will require the assistance of the OWA. The numbers in the graph above only indicate those who have sought assistance.

By providing effective assistance and advocacy on WCB claims disputes or appealable issues, the OWA is able to foster more timely and equitable resolutions. This contributes to the overall effectiveness of the workers' compensation system, to the health of the injured worker, and to the productivity of the businesses involved.

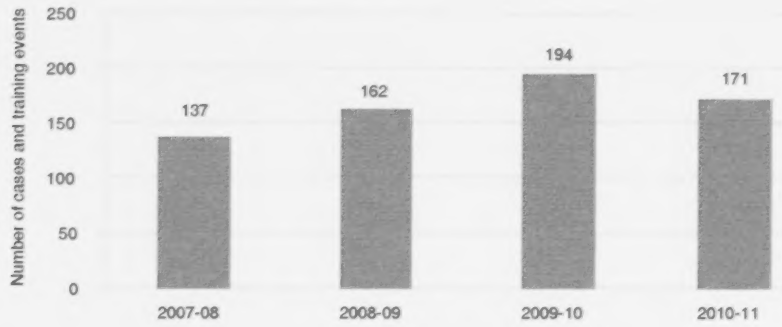
The OWA is mandated under *The Workers' Compensation Board Act, 1979* to provide assistance to injured workers with respect to a claim being advanced for compensation. Early intervention and positive outcomes for these injured workers is a key contributor in fostering healthy and productive workplaces.

Data on the number of injured workers provided assistance is collected internally by the Ministry.

Photo Credit: Tourism Saskatoon, Broadway Bridge

Measure

Total number of cases and training events provided by the Labour Relations and Mediation (LRM) Division



Source: Ministry of Labour Relations and Workplace Safety

Measure Description

The demand on services provided by the Labour Relations and Mediation (LRM) Division has continually increased since the 2007-08 fiscal year. Though 2010-11 illustrates a slight dip, overall the demand on services provided by LRM remain higher than previous years.

This measure is indicative of the demand for services provided by the LRM Division. It provides insight into the number of conciliations, interest based negotiations, workplace mediations, grievance mediations, training sessions (conflict resolution and interest based negotiations) and support provided to the Saskatchewan Labour Relations Board each fiscal year.

Due to the nature of the services offered by the LRM Division, demand by clients is cyclical with years of low-levels of demand followed by years of high-levels of demand. As illustrated by the graph above, the recent trend in demand for mediation services has been increasing over the past few years.

The LRM Division is responsible for bridging the differences between employers, employees and trade unions.

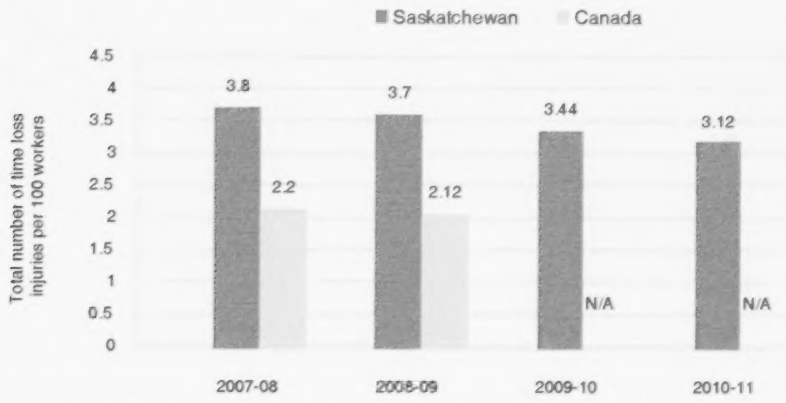
Data on the number of cases and training events provided by the LRM Division is collected internally by the Ministry.

Industry Measures

As mentioned on page 4, the Ministry has provided two categories of performance measures in its plan. The following measures relate to the broader industry / labour force.

Measure

Time-loss injury rate (per 100 full-time equivalent workers)



Source: Ministry of Labour Relations and Workplace Safety

Measure Description

Data collected between 2007 and 2010 illustrates a continual decrease in Saskatchewan's workplace time-loss injury rate. Though Saskatchewan continues to have the second highest workplace injury rate in Canada, it is experiencing one of the fastest declines in its time-loss injury rate.

Safe and healthy workplaces are a key contributor to economic growth and prosperity. This measure provides an indicator of the relative number of workplace injuries in comparison to the Canadian average. It measures the number of time-loss- injuries (workplace injuries that result in time away from work) reported to, and accepted by, the Workers' Compensation Board (WCB) per 100 full-time equivalent workers. When there is a reduction in the number of time-loss claims, it indicates that fewer workers are being injured on the job.

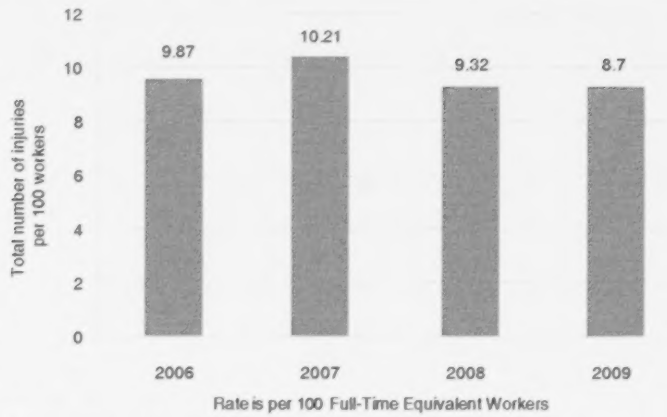
Government can influence this rate through safety awareness efforts, including public advertisements, injury prevention campaigns and enforcement of labour legislation. However, the Ministry has limited direct influence on the overall workplace injury rate due to a variety of reasons including different reported injury rates per industry, changing demographics and rapid industry growth.

The data is based on WCB statistics and focuses on traumatic events such as injuries rather than illnesses. It is important to note that the WCB does not cover all workers.

Photo Credit: Enterprise Saskatchewan, photo by Cal Fehr, Cameco's McArthur River mine site

Measure

Total injury rate (per 100 full-time equivalent workers)



Source: Ministry of Labour Relations and Workplace Safety

Measure Description

Between 2008 and 2010, Saskatchewan's total injury rate has fallen dramatically by 15 per cent. The rate has also been slowly decreasing since 2005.

WorkSafe Saskatchewan has established a total injury rate based on the number of injuries reported to and accepted by the Workers' Compensation Board (WCB). It identifies injuries that involve both time-loss and no time-loss, expressed as a portion of 100 full-time equivalent workers.

A reduction in the number of total claims indicates fewer workplace incidents and can be used to assess movement toward achievement of Mission: Zero', the elimination of work-related injuries and illnesses.

Government can influence the total injury rate through public education, maintenance of Occupational Health Committees and workplace inspections. However, the Ministry has limited direct influence on the overall workplace injury rate due to a variety of reasons including different reported injury rates per industry, changing demographics and rapid industry growth.

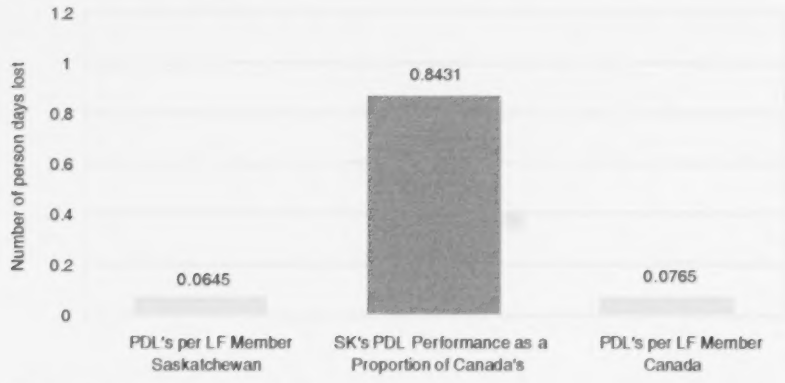
The data is based on WCB statistics and focuses on traumatic events such as injuries rather than illnesses. It is important to note that the WCB does not cover all workers.

' *For more information on Mission: Zero, please see http://www.worksafesask.ca/*

Photo Credit: Ministry of Tourism, Parks, Culture and Sport, photo by Paul Austring, Buffalo Narrows

Measure

Saskatchewan's person-days lost performance as a proportion of Canada's



PDL = person-days lost *LF = labour force*

Source: Statistics Canada Labour Force Survey

Measure Description

A score of .84 indicates that, over a three-year average, there have been fewer person-days lost in Saskatchewan when compared to the average across Canada. The number of person-days lost increased in 2010 over 2009, but decreased again in 2011. All the while Saskatchewan's labour force has been growing.

Saskatchewan's person-days lost performance as a proportion of Canada's is a measure indicating the relative degree of labour stability in Saskatchewan compared to Canada as a whole. It is obtained by dividing the number of person-days lost due to strikes and lockouts as a proportion of the Saskatchewan labour force by the same number for Canada. A score of less than 1.0 indicates relative labour stability (fewer days lost per capita) compared to the rest of Canada, and a score of greater than 1.0 indicates relative labour instability.

The Ministry has no direct influence on outcomes nor on labour stability as a whole. However, the Ministry provides mediation and conciliation services to help facilitate positive collective bargaining. Labour stability can be influenced depending on the number of expired agreements, union density in the Province, as well as the overall disposition of the labour environment.

The information for this indicator is collected on a three-year rotating cycle from Statistics Canada's Labour Force Survey.

Financial Summary

2012-13 Estimates	(in thousands of dollars)
Central Management and Services	$4,460
Labour Standards	$2,729
Occupational Health and Safety	$7,670
Labour Relations and Mediation	$817
Office of the Worker's Advocate	$707
Labour Relations Board	$1,002
Ministry Operations Appropriation	**$17,385**
Capital Asset Acquisitions	$0
Capital Asset Amortization	$104
Total Expense	**$17,489**
	1,188
FTE Staff Complement	**147.1**

For more information, see the Budget Estimates at: http://www.finance.gov.sk.ca/budget2012-13

Ministry of Labour Relations and Workplace Safety Appropriation by Subvote

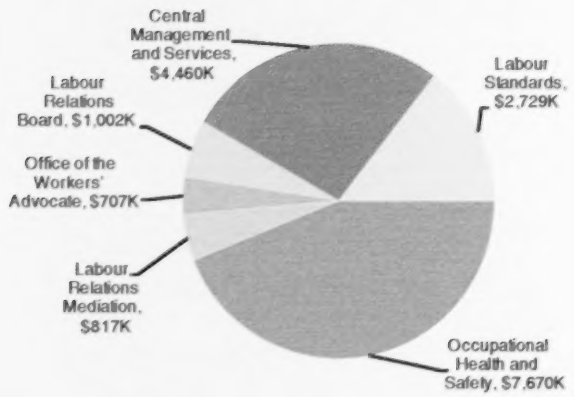

Central Management and Services, $4,460K
Labour Standards, $2,729K
Labour Relations Board, $1,002K
Office of the Workers' Advocate, $707K
Labour Relations Mediation, $817K
Occupational Health and Safety, $7,670K

Photo Credit: Tourism Saskatchewan, David Buckley, Canoeing, MacFarlane River

Highlights

The Government maintains its zero tolerance for workplace injuries and deaths and will continue to make occupational health and safety inspections, investigations and education a priority.

The Ministry will:

- undertake a comprehensive review of labour legislation in Saskatchewan and perform consultations to modernize and make it user friendly;
- continue to investigate employment standards complaints and educate employers and employees on labour standards;
- continue to assist workers in the province who have filed a worker's compensation claim and who wish to explore an appeal of a decision on that claim; and,
- continue to provide conciliation and mediation services to collective bargaining processes where required.

For More Information

Please visit the Ministry's website at www.lrws.gov.sk.ca, or call (306) 787-9478 for more information on the Ministry's programs and services.

Front Page Photo Credits

Canola and flax fields	*Biking, Narrow Hills Provincial Park*	*Motherwell Homestead National Historic Site of Canada*	*Saskatchewan Legislative Building*
Photographer, Charles Melnick	*Greg Huszar Photography*	*Greg Huszar Photography*	*Greg Huszar Photography*